



*Katana*

# *NEWSLETTER*



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**November 1992**

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# **FSA NEWSLETTER**

November 1992

## **From the Editor . . .**

As if we have not had enough about constitutions, the FSA faces its own constitutional problems. And so the FSA Executive called the November 6 General Meeting and published this edition of the Newsletter.

There are at least three issues, and they are not so neatly packaged as the Charlottetown Accord! One issue is the governance structure for the colleges and institutes. The second is the bargaining structure. And the third issue is the FSA's structure.

Details are still sketchy about the governance structure favoured by the provincial government. Possibilities range from the status quo to a university type Board of Governors and Senate; a Board with employee members and some internal governance body less powerful (and cumbersome) than university Senates falls somewhere in between.

For the bargaining structure, the omens seem to indicate that the government favours a more centralized bargaining structure. Simply put, there are three possible structures for collective bargaining involving several locals of a union:

- all items are bargained locally;
- all items are bargained centrally and apply to all locals;
- some items are bargained centrally to create a master agreement that applies to all locals of the union, and other items are bargained locally, creating a two-tiered bargaining structure.

So, centralized bargaining includes the last

two possibilities; it need not entail that all matters, including grievances, are handled centrally.

The government's interest in more centralized bargaining responds to genuine problems.

Upon rejoining the FSA Executive after several years, it was evident to me that amateur hour is over.

The number of employees and committees, the number and complexity of issues and organizational categories both at UCFV and in the provincial system have grown enormously over the past few years. It is almost impossible for FSA Executive members without release time to digest the amount of necessary information, to participate on relevant committees, and to contribute significantly to Executive decisions.

In essence, the FSA runs an organization parallel to the management structure of UCFV (and in some cases, of the government) but on a small percentage of the funds available to management.

Despite the presence of much more and much higher-priced help, some College Board members see themselves with similar difficulties.

One answer is, of course, centralization. Rather than each college and its union dealing with each issue, they deal centrally with issues that affect the whole system. It is just more efficient. Under a two-tiered system, local units can then devote their time to local issues within the parameters set by centralized decisions.

FSA members might do much better as a result of centralized bargaining on money items such as wages, benefits, and work loads. And we might be able to continue our polite ways on local issues and grievances.

Obviously, there are great dangers to centralization.

Even where they are supposed to be controlled by their local members, those at the centre have more time, better information and contacts; hence they are in a position to control--or ignore--local decisions.

For example, in attempting to influence the government on these issues, the FSA Executive has spent almost all of its time with procedural wrangles with CIEA, such as who CIEA should appoint to meet with the government. We have spent no time deliberating about the issues. But CIEA no doubt feels it has a better perspective on the system than does any particular local.

And, almost by definition, those at the center cannot be as sensitive, flexible, and quick to respond, especially to local nuances of issues.

The FSA also faces this problem internally. Naturally, the President is the initial contact person for many issues, both external and internal. As the President accumulates information and contacts, it becomes easier for the President to make decisions and attend meetings rather than to delegate tasks or to deliberate at length with Executive members who are not--and do not have time to be--so well informed. But this takes increasing amounts of time, which leads to asking for

more time; and if the President has more time, then more information and contacts accumulate, etc.

And so we could have an increasingly centralized FSA at the same time that we may doubt the wisdom of a more centralized provincial union.

Most other FSA Executive members have no release time; some have at most one quarter release. What will be their relationship with a President who has full-time release?

**In no way is this a problem about individuals grabbing for power; it is a problem about structure.**

There is an alternative to centralization. Executive members certainly need more time. But it can be distributed to more Executive members, tasks can be delegated, and we can learn to communicate efficiently. The FSA Executive has endorsed this alternative for many years, informally agreeing that the President should have no more than half-time release; after that, tasks should be delegated. This alternative requires draining--at least lowering--the swamp, and there are lots of alligators out there.

So, we have difficult issues to discuss at the November 6 General Meeting about both provincial and local union structure. Centralization is a seductively quick solution. But does it make more swamp? And does that breed more alligators?

Paul Herman

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## President's Report . . .

First, a brief review of the financial state of the union.

In the spring, at the Annual General Meeting, the membership approved a budget for the 92/92 fiscal year. Revenue was estimated at \$176,000, and expenses at \$193,000. We expected the gap between the two figures to be made up by increased revenue through an increase in membership. Indeed, that is what happened. Our estimated revenue for the year now stands at \$199,463.00 giving us an estimated surplus of \$6,463.00.

Before you start plans for a three day, end of term bash, however, let me explain changes in the expense side of the budget.

### The FSA as an Employer.

As you know, the FSA employs one staff member. Until this year, she has worked on a 10-month contract, covering the academic year. Her salary is set through the classification system used at UCFV for all staff at Group 4, Step 5. She also has limited benefits provided by her participation in the benefits plan provided to all UCFV employees, but has no pension or disability plan. She has very limited access to Professional Development. Her yearly increases are the same as those received by UCFV staff in equivalent positions.

Several issues arose over the summer and fall relating to the staff member's compensation and hours. First, the hiring that extended all our work hours over the spring and summer required many additional hours of work from several executive members, and particularly

in the spring, from our employee. When her contract expired in June, a serious problem arose in relation to information flow, the naming of Selection Advisory Committee representatives, and grievance issues. Our employee is the point of contact between the executive and management, arranges FSA representatives to SACs, refers grievances, and so on. Without her on the job this summer, the task fell to executive members, particularly the staff VPs and faculty grievance chair, who put in several days, at least, sorting out the problems which arose. Your union volunteers will undoubtedly sacrifice some summer time in the best of circumstances; but if we want members to represent us in these matters, we can't afford to make the job too onerous. Consequently the FSA executive, after reviewing the matter this Fall, extended the staff contract to cover the whole year rather than 10 months. This decision will not have much impact on the 92/93 budget, but will in 93/94.

In the same vein, the executive voted to extend the staff member's work week from 30 hours to 35 hours, and to provide some relatively inexpensive PD opportunities. In reviewing the conditions of work and compensation of our employee when I took over as president, I noted that she could do much better working for UCFV, and that we, as an employer, needed to pay attention to being the kind of employer we expect UCFV to be. We are particularly insensitive, to my mind, in the areas of P.D. retirement protection, Long Term Disability, evaluation, overtime, and contract security. My concern here is very practical. We depend on our skilled staff member, and cannot expect to

keep her when there are better jobs elsewhere. She provides an essential continuity and support system to a constantly changing elected executive, and to the membership. She should have working conditions and benefits, as far as possible, in line with equivalent positions at UCFV.

The solutions, of course, have an impact on our expense budget. The executive instructed me to formulate a contract offer to our staff member, and I am bringing it to the membership for approval November 6. It is as follows:

**Contract Term:** 2 years, automatically renewable on satisfactory evaluation *(increased from 10 months, with no automatic renewal).*

**Evaluation:** process to be determined within the period January to April 30, '93 by a committee consisting of the President, 2nd staff VP, and the staff member, and based as far as possible on the existing evaluation process at UCFV *(no current evaluation).*

**Work week:** 35 hours *(increased from 30 hours).*

**Holidays:** consistent with the collective agreement between the FSA and UCFV *(currently based on 10-month contract).*

**Professional Development:** \$1000 per year, with applications to be approved by the President and the two second VPs *(currently there are expenses, but no budget for this).*

**Rate of Pay:** established by UCFV classification process, through special arrangement, currently Grade 4, Step 5 *(no change in process, but there has been a change in duties).*

**Benefits:** health and dental as currently provided. LTD plan to be investigated by Agreements Chair, and recommendation brought to 1993 AGM. *(no immediate change).*

Retirement fund to be established as a RRSP in the employee's name with contributions made monthly by the FSA in an amount equivalent to the employer contribution to the UCFV pension plan for an employee of equivalent classification, effective January 1, 1994 *(no retirement benefit currently provided).*

The impact this year on our budget is that we will run over budget for wages and benefits by about \$1200. Next year, the increase in expenses in this area will depend on the membership's decision on an LTD benefit, and the wage increase won in our collective agreement. Our current budget for wages and benefits is \$24,000. Our actual expense will be around \$25,200.00 based on the 35-hour week. Assuming LTD benefit, and a normal step increase to Step 6 and a 5% wage increase this expense would increase to about \$30,000 with an additional expense of up to \$1000 for PD. In the following year, aside from whatever wage increase is won in contract negotiations, we would have to increase the budget by approximately \$1600/year. By phasing in the contract provisions over two years, we avoid a major budget problem arriving all in one year.

To summarize, we require more staff hours, both in the summer and in the work week, and this increases our costs in this area. We also must consider the cost, in next year's budget of a normal step and wage increase. So far, our staff member is receiving the rate of pay per hour as she always has, assuming normal yearly increases linked to the FSA collective agreement. The real improvements



to her contract being proposed--a retirement benefit, a PD fund, an evaluation process and a two-year renewable term--will create significant improvements in her security and working conditions, and in our ability to hang on to staff. The overall impact is phased in over two years. Although our revenue is sufficient at this point to cover the contract, it may require a small dues increase in the future.

**At the November 6 General Meeting, we will ask you: Do you approve of the contract offer proposed for the FSA staff member?** *yes*

### Release Time

The FSA is facing some issues this year that are unique in the history of the institution, and some that are continuing.

The election of an NDP government, for the first time since the early '70s, has created a flurry of proposed legislative change, with a particular emphasis on the education system. While we welcome the attention paid to our issues and problems, and the consultative style the government has adopted, we are really stretched trying to find time to respond to government initiatives. We could simply ignore these initiatives. We run some significant risks, however, by doing so. As I see it, here are some of the risks.

The government was left with an enormous provincial deficit and at the same time, is committed to expanding the education system. As a result, they are seeking to cut the costs of the system while expanding productivity, especially in the major components of the public sector: education and health. The Korbin Commission, for example, was created to find a way for the government to

save money on the most expensive component of the public sector budget--wages. Korbin is examining ways to centralize public sector bargaining, particularly in education, so that the government can negotiate directly with employees and establish a province-wide pay scale. The government is also rewriting the legislation which governs the system, identifying the role of university colleges. It is moving quickly to establish yet another university in the Valley.

Some of the issues we are facing are explained in detail below. The bottom line is that we are facing a crisis without time to respond. What I need, as your president, is a full-time release next term. There are three options. We can afford one release within our current revenue, and I can twist many of your arms to help out in various ways (I will have to leave some issues unaddressed). Or you can free me full-time, take about \$2500 out of savings to fund it, and I will still twist your arms, but not perhaps not as hard. Or, we can ignore a number of these issues.

**At the General Meeting we will ask you: Do you approve additional release time for the President? If yes, how much? If you want me to work for one additional release, what are your priorities? If you think half-time is enough, which issues do you want dropped? Are there other alternatives?**

### Bargaining

The Korbin Commission has a fairly simple agenda. To control costs in the public sector, the Commission is considering how to centralize bargaining. This, from the government's point of view, would cut the costs of negotiating a multitude of contracts in the post-secondary system, cut the costs of



benefits by creating a province-wide benefit plan, permit centralized grievance resolutions, and, most importantly, allow the government "to consider the public's ability to pay" in wage and benefit settlements. Tom Perry, the Minister of Advanced Education, in his visit to UCFV October 19th, explained that our ability to "leap frog" (bargain for gains other unions in the province have made) drives wages too high.

Korbin has discussed her mandate with all parties in the system at this point. C-IEA has held no vote on the issue. The employer group--AECBC--is considering a consultant's report which suggests that a form of centralized bargaining would be in their interests.

C-IEA some time ago set up a Coordinated Bargaining Council to provide a vehicle for coordinating contract demands among locals who wish to participate. AECBC recently established a similar body. We chose to remain outside the Bargaining Council, and retain complete control of local bargaining, and the UCFV Board recently decided not to participate in the employer council.

The likely result of a decision to support centralized bargaining, or of a decision by government to force centralized bargaining upon us, is that we would become part of provincial unions. Staff would have to choose among the staff unions currently representing staff at other colleges, i.e. BCGEU, CUPE, or OTEU, and faculty would likely become a local of C-IEA. It is possible vocational instructors would have to join a third union.

There are some advantages to some form of centralized bargaining. There are some disadvantages. Historically, we have prized

our independence, and our ability to trade off one thing against another in our own collective agreement. We have remained the only union in the province (aside from the Marine Training Institute) to have staff and faculty in one union. We have retained, if accounts from our colleagues in other colleges are true, an excellent labour relations climate, with a fairly respectful and constructive relationship between the FSA and the College. We have a very active and involved membership.

Our colleagues in other colleges are split into several unions, suffer (in some cases) under very poor management practices, endure protracted and acrimonious negotiations, file grievances in numbers we've never had to file, have to struggle to involve their membership in decision-making. Conditions vary, but we seem to have accomplished something at UCFV that few other institutions share. For other faculty and staff unions, not having to negotiate contracts every year or two could well be a very attractive prospect. For us, not having to negotiate a contract is also attractive in the sense that the hours and hours of work our members must invest in the process could be spent on something else. Perhaps, also, we could improve on some aspects of our current collective agreement, although it is not possible to know this in advance, for the details of incorporating particular agreements in to a master agreement have not been negotiated.

What we may lose is local autonomy, our ability to trade one thing for another, for example, to forgoe a wage increase to protect jobs, to work with the employer to reach a common understanding of the impact of a cut or change of direction, to solve individual problems with individual solutions,

designed for us, implemented by us. We may also see a shift in the role of the FSA, or whatever unions are formed after the split. These unions would no longer work on major issues with the management of UCFV, but rather, both management and union would send issues to provincial bodies for resolution. The understandings we reach with the people in management around particular issues contribute to the positive working relationships we now enjoy. We may have to work with two of more union leadership structures, and try to negotiate issues between them.

We are in a difficult, but not impossible, position if we reject centralized bargaining. The UCFV Board and management, are prepared to join forces with us and make our common opposition known to Korbin. We can support the UCFV Board and management's attempt to convince AECBC to reject the idea. Even if we win all these battles, the government may still legislate us into a compulsory structure. However, if the issues matter to us, we can put up a strong fight. If we like the idea of centralized bargaining then we can begin to negotiate the details of that structure, support the idea at C-IEA, and begin to restructure our local union. For example, to look at how we would separate our finances and leadership, and to search for new staff and faculty unions. Either way, this issue will absorb a great deal of energy and time.

**At the meeting on November 6th, we will ask you for direction. Do you want to enter a centralized bargaining system, or do you not? We have gathered as much information as we can in this Newsletter.**

**We will present more at the meeting. After the November 6th meeting, we'll pursue whatever course of action you decide is best.**

### **A New University is Planned for the Fraser Valley**

About a month ago, the Minister of Advanced Education, created a provincial committee to plan another university in the Fraser Valley. According to Tom Perry, this institution will be created.

1. The Presidents of the UCFV, Kwantlen, and Douglas unions have revived the C-IEA Interlocal Committee on Fraser Valley Access. We have met twice to share information.
2. We have lobbied, via C-IEA, for representation on the Ministry committee. The Minister has argued that he wants the committee to be non-partisan, and thus does not want "special interest" representation. He was willing to consider, however, someone with broader interests, someone with some expertise in some area of the education system. I have been recommended by C-IEA on the basis of my research on technology and distance education.
3. I have circulated to some of you copies of the terms of reference of this committee, especially where the terms seem to suggest a particular effect on one of our departments or programs (e.g. Trades). A copy of the terms of reference is available from the FSA office.

## **The Provincial Committees on Mandate and Governance Begin Meeting**

### **Background**

The provincial government has created two committees to write the legislation which will govern the university colleges, as well as the colleges and institutes. The first committee will write the mandate statements; the second will design the governance structure.

After a lobbying effort by C-IEA, faculty (and students) are represented on each committee, along with CEO's, board members, and senior Ministry officials. Wilf Victor, UCFV Student Society President, is representing students on the Mandate Committee.

### **What We've Done**

1. The Ministry reserved the right to select the faculty reps from a list supplied by C-IEA. Each local gave a couple of names to C-IEA (on very short notice), and C-IEA forwarded four of these to the Ministry. I forwarded my name for Mandate, and Virginia Cooke's for Governance, from the FSA. C-IEA Presidents' Council recommended that Presidents form the delegation, as the people across the table are CEO's; there was no time to consult with the Executive or the membership; a significant commitment of time is required; and I felt that C-IEA was more likely to forward our names than others. Virginia is very familiar with the issues, having served on C-IEA's Inter-Local Committee on Degree Completion. She is also chair of UCAC, where part of our internal debate on governance will occur. Finally, she was

(foolish of her) willing to undertake the many meetings required. Both of us were appointed by the Minister.

2. I have had an initial meeting with the rest of the faculty delegation to the Mandate Committee, and we have identified some of the issues. The first meeting of the Mandate Committee is November 3rd. The issues are extremely important, I think. You can judge for yourself by a partial list of questions the Committee will consider: Shall we offer graduate degrees? Shall we receive multi-year funding? Will years 3 and 4 get more funding than years 1 and 2? How will scholarly activity fit in? Will we have academic councils? How will they be selected? How will scholarly activity be funded? When will we be independent? Will we offer basic core programs at every campus? What happens to the open door policy? How will we respond to regional needs? Will students applying through a centralized process be assigned on the basis of their preference or on the basis of each institution's need for FTE's? What does "comprehensive" mean? Are all degrees four-year degrees? A raft of other issues arise in relation to governance. Will there be a senate? Faculty and staff on the Board? Curriculum committees? Election of Board members?

3. At President's Council, I attempted to get a couple of people representing staff on the governance committee. There is not a group representing staff province-wide to press this request on their behalf. After considerable debate, a motion was finally passed to request representation from the Ministry. It appears, from the list provided of members, that the request was denied. I suggest we need to continue pressing the issue, backed up by the C-IEA motion.



**We need direction from the membership on the following issues:**

a) Our representation was selected, on very short notice, with no opportunity for consultation. Do you approve of the representation?

b) These issues require discussion and debate among FSA members. We need ideas and information to take to the C-IEA delegation. How should this occur? (At some places, mandate and governance committees have been established to debate the issues.)

a) Should we continue to press for staff representation on the governance committee?

### **Part-timers, Type C's and Related Issues**

Several problems have emerged over the last few months in relation to part-timers and Type C employees. Here are some of the issues:

- a) Seniority in the hiring process, where more than one internal candidate is being considered.
- b) Conversions: is it fair to change the job description (e.g. to require a Phd?) when Type C's are converted to Type B's?
- c) How can we protect long-term employees who were not regularized due to restraint funding, and now find themselves facing SAC's hiring for degree-completion positions?
- d) Why are Type C's being created when there is no question that funding is continuing?

- e) What is the seniority relationship between Type C's and regular part-timers?
- f) Why are some Type C's being continued, year after year, with one term as a sessional and the next as a Type C?
- g) Should part-timers have provision for prep time?
- h) How much notice should people get that they will be needed to teach a course? (Capilano gives 6 weeks; Douglas tries to).
- i) Why aren't part-timers treated as valuable employees (e.g. issued parking stickers, coffee mugs...)?

Work on these issues is proceeding slowly, with issues being considered one at a time with management. Some of the problems arise from the rapid changes we are experiencing, and the fact that our collective agreement did not anticipate them. The Committee on Non-Regular Employees established at the AGM, is meeting to raise some of these issues.

**This committee badly needs some staff volunteers. Please? Contact Moira Gutteridge if you are interested.**

### **Improving Employment Equity?**

We agreed, in the last round of bargaining, to comply with whatever policy on this issue emerged from deliberations at UCAC. We are also represented on the Equity Committee (by me). Anne Knowlan and Richard Heyman are the FSA reps on UCAC. Send your thoughts on the matter to them. **Is anyone interested in serving as the official FSA representative on this important committee? Please let me know.**

## **Strategic Planning and Lay-Offs**

The Board has invited Virginia (as UCAC Chair), and me (as FSA president), to participate in strategic planning. It seems an important time to be involved, and we will try to attend.

The College is short \$600,000 as a result of our wage settlement and underfunding for the next fiscal year. We have an agreement with management not to lay off anyone with more than two year's seniority before March 31, 1993.

In short, not much can be done. We lobbied for more money from Tom Perry when he was here on October 19th. C-IEA is lobbying for expanded funding. We will try to work with the Board to find alternatives to lay-offs. We will look closely at the budget the College receives from the Ministry. We will protest vigorously if years 3 and 4 are expanded at the expense of established programs. We will watch to ensure that the new university is not established at our expense. We will support the Board's efforts. (I am very impressed by our new Board, by the way. I think they'll represent us very well.) Any other suggestions?

## **What We Learned From Tom Perry on October 19**

Well--very little. The new University in the Valley could take several forms. Distance education was mentioned. On the issue of funding, we heard about the financial problems facing the province. On the issue of the Korbin Commission, Peter Jones, the Board, and the FSA all protested the idea that a system would be imposed on us. We heard about the financial problems facing the

province and particularly about the need to consider the public's ability to pay wage settlements. Perry suggested that the Board and management of UCFV go together with the FSA to Korbin and suggest alternatives. (This idea will be pursued if the membership agrees to it.) When we asked about why centralized bargaining would reduce costs, we heard about the problems that currently exist with our negotiations--we "leap-frog", or bargain to get gains won by other locals. I guess, on reflection, we learned a lot.

## **Other Internal Issues**

### **Representation on Committees**

Is there anyone who is not committed to death at this point? Our workloads seem to have increased dramatically, and no relief is in sight. It is becoming difficult to find people with any time to work on committees, as department work has increased. For staff, getting the time to serve on committees is becoming even more problematic than usual. We need to pay some attention to how FSA processes are working.

### **Faculty Evaluation**

Jean Ballard-Kent and Ian McAskill were elected to represent the FSA. The third "runner-up", Kevin Busswood, was appointed to fill the third vacancy. On the management side, Casey Sheridan, Dave Allen, and Barry Bompas were assigned. After consultation with management, it was decided to try to improve area representation and at the same time improve the gender balance of the committee. A list was negotiated between myself and Barry Bompas of three female faculty, agreeable to both sides, who could be jointly appointed. These people are being approached this week.

## Appointments to Committees

Although we run at least one election a week from the FSA office, I am constantly being caught by resignations, and especially short time-lines, and forced to appoint people to various committees. We need to review our processes for selecting people and try to find a more democratic process. **I will discuss this with the executive, but would like some suggestions from you as well, if you have any.**

## The State of the Union

So, if you've read this far, you have some overview of the issues. Here are a few others.

The new facility at Mission is being shared with the Municipal District and the School District, so three employers and several

unions will work side by side on this site. How will we manage this? Programs in CE are expanding to include many that, in better days, would have been included in the base budget. We now have faculty in the bargaining unit in CE. This raises several rather pressing issues. How will lay-offs affect us? Are we facing a spring of "bumps"? If we become two unions, how will we get a divorce? What are the financial and policy implications?

In the meantime, the sun sets and rises, the students still hand in papers, the xerox machine is still breaking down, and Christmas is coming. So come and enjoy a very lively meeting and have a glass of wine. FSA meetings, whatever else they may be, are not boring.

Cheryl Dahl

## Correction . . .

Previous Newsletter (October, Vol 18, No. 1) there was an error in "How It Works", Lay Off Procedures. Paragraph 3, "Who has Lay-off Rights? Second sentence should read, *"Type C employees have only the notice provision and order of lay-off protection."*



## **Information on the Coordinated Bargaining Council: A new Voluntary Facility for C-IEA Locals**

*The following are excerpts from an explanation produced by C-IEA in November, 1992, on the formation of a Coordinated Bargaining Council by C-IEA locals. The Coordinated Bargaining Council is an example of two-tiered bargaining.*

The biggest commercial transaction which faculty are involved in is the collective decisions made when entering into a collective agreement. In an average sized institution of two hundred full time equivalent faculty, the terms and conditions under which they sell their work is a decision involving a contract with a direct cost of some 12 to 15 million dollars per year. Who can take lightly such a decision? Who would not look for the most effective and beneficial way to negotiate its terms?

Of the many reasons which explain why faculty moved to create a central organization in the late '60s and early '70s, none is more important than the role that a central organization could make in the facilitating of collective bargaining. In the early days of C-IEA and its predecessor, the College Faculties Federation, the central collective bargaining function was one of information exchange. Some years later, training and detailed analysis were added as services of C-IEA. By 1987/88, the locals that made up the federated College-Institute Educators' Association had placed coordinated bargaining on the agenda. From 1988 on, the organization slowly moved along the road which can best be described as voluntary "pattern bargaining". Under conditions of pattern bargaining, C-IEA identified certain bargaining priorities as being significant and certain locals became the pattern leader for the system as a whole. A flexible system of "pattern-setting" and "leap-frogging" emerged since then.

Following months of discussion, in September the C-IEA Presidents' Council (the governing body composed of Executive Officers and the President of each of the faculty associations) voted unanimously to create a bargaining council. The council allows local associations who opt for it to bargain five collective agreement matters on a coordinated basis through the mechanism of a formal bargaining council. Below are some of the common questions raised about such a bargaining council and answers for those actively considering entering the council.

**Question:** What is C-IEA attempting to establish?

**Answer:** A bargaining council made up of local associations which commit themselves to taking out membership in the council. The council's task will be to bargain five proposals which will have the effect of establishing a provincial standard. The local association will continue to bargain all other proposals separately rather than in common.

**Question:** What issues are to be bargained through the council?

**Answer:** The council would bargain the following five issues:

- a) A standardized, system-wide salary scale and grid.
- b) An enhanced benefit package.
- c) An overall reduction and limit on aggregate workload, tailored for each local in the council.
- d) An improved set of limits on the proportion of instruction taught by non-regular faculty and improved job security and other conditions for non-regular faculty.
- e) An enhanced package of faculty development resources and opportunities tailored for each local in the council.

**Question:** Why these items?

**Answer:** Because these have been identified by the local bargaining representatives as the key contract areas in which re-structuring on a province-wide basis are seen to be necessary and most difficult to achieve. They are also the five leading contract items with a cost structure that can be easily explained and advanced on the basis of equal pay for equal work. These proposals emerged from several C-IEA Technical and Policy Development Conferences and the work of the Bargaining Coordination and Review Committee.

**Question:** How does this affect local autonomy?

**Answer:** The bargaining council becomes the body responsible for the negotiation of the five contract items previously identified. It may only advance, bargain, and respond to each of these proposals in a collective way. Major decisions on advancing the proposals and making counter proposals will be made by a two-thirds vote within the council. Therefore, on the five subject matters to be bargained, the local negotiations committee loses its autonomy. The local association, however, does not lose its autonomy on the following matters:

- a) **Dispute Resolution.** The question of resolving a dispute through strike or arbitrations, for example, remains exclusively vested in the local.
- b) **Ratification.** The ratification vote remains the exclusive jurisdiction of the local.
- c) **Local Issues.** The question of resolving all other proposals rests exclusively with the local negotiation committee and the local membership. Until the local has completed its bargaining on local issues, the final ratification vote cannot be held.

**Question:** How will the bargaining process work?

**Answer:** After a period of local bargaining and the resolution of most or all local issues, the bargaining council will bargain the five principle issues in its mandate. When both the local issues and the five principle issues have been resolved at an institution, the renewed collective agreement can be constituted and ratified.

**Question:** Does this mean I will have to strike to support someone at another college?

**Answer:** The only time you will be called upon to strike is after you have given your faculty association the mandate to strike.

**Question:** Who will do the bargaining?

**Answer:** This is a matter which will be decided by the potential members of the bargaining council at stage one. Minimally, the bargaining council will achieve continuity and coordination around each collective agreement by the inclusion of one or more staff representatives. The question of whether the negotiators at each institution will be local persons or a group of persons from the bargaining council is a decision which the bargaining council will make.

**Question:** What resources will have to be made available to the bargaining council?

**Answer:** The resources for research, analysis, proposal development, and legal advice will be developed in a manner similar to that which is now carried out. Locals will pay for the cost of their own representatives on the bargaining council. The assignment of C-IEA staff and C-IEA support services will be advanced free of additional charge as with any other set of negotiations.

**Question:** What are the advantages of a bargaining council.

**Answer:** The advantage of a bargaining council is that it brings together collective strength of more than one local to establish new norms and salary and working conditions. It will allow the group of unions who bargain together the opportunity to enhance themselves and to set a pattern for the system as a whole. It will allow a higher and more articulate public position on faculty needs. A protracted dispute is also less likely; which is an advantage to students. Lastly, the significance of an issue will be enhanced for government where the issue is a multi-institution one.

**Question:** Won't the creation of a bargaining council by C-IEA provoke counter measures by the employer?

**Answer:** Bargaining in the colleges and institutes has always been influenced by the indirect hand of the Ministry of Advanced Education, Training and Technology in its role as ultimate provider or paymaster of the resources to each institution. Additionally, were the employers to coordinate a more advanced level it would not necessarily be negative. Rather, it may force both government and employers to recognize that many of the salary and working conditions problems faced by faculty are system-wide rather than local and should not be resolved by the idiosyncratic relationships between bargaining groups at the local level. There may be economies of scale, time efficiency and bargaining effectiveness by moving to a more collective approach by each side at the table.

**Question:** Are there other college and institute faculty who bargain in this manner?

**Answer:** All other college and institute faculty in Canada bargain through either a joint council or have a master agreement. Most other public sector professionals bargain in a similar manner.

**Question:** What of the B.C. Teachers Federation method of pattern-bargaining?

**Answer:** The B.C. Teachers Federation bargains under conditions of a very disciplined, coordinated, pattern bargaining method which combines the highly centralized and coordinated bargaining method of its individual local members with the fact that local boards of school trustees are locally elected and directed. The amount of variation in collective agreements negotiated in this highly sophisticated bargaining exercise are minimal. It should also be noted that the B.C.T.F. is under increased pressure by interest groups to engage in centralized bargaining.

**Question:** Couldn't C-IEA adopt the B.C.T.F. strategy?

**Answer:** Setting aside the fact that the B.C.T.F. model is the exception to the norm, recent evidence indicates that the previous advantages of pattern bargaining are beginning to break down. Two recent settlements (Cariboo College and Capilano College) indicate that voluntary pattern bargaining may be wearing out its useful life for C-IEA. The employer can also use this strategy to create an "employer pattern", and create fragmentation. The answer to this is to acquire a higher level of coordination to counter fragmentation.



*The following is a News Release from the College Institute Educators' Association of B.C. on October 22, 1992.*

### **LANGARA FACULTY ASSOCIATION CALLS FOR A STRIKE VOTE**

At a general meeting of the Langara Faculty Association this afternoon, the membership voted overwhelmingly to endorse the following resolution:

**RESOLVED THAT** the LFA finds the college's failure to deal with monetary issues to be totally unacceptable, and urges the Negotiating Team to hold an official strike vote as soon as they deem it appropriate.

This resolution conveys the anger of the Langara faculty that the Vancouver Community College has proposed a two year salary freeze for the lowest paid university transfer/career faculty in the British Columbia college system. "This proposal is worse than nothing; it means a decrease in real income at a time when we have already fallen well behind comparably qualified school teachers," said Alan Cooper, chair of the Langara Faculty Association Negotiating Team. "Our job action committees are getting ready, but a strike is the last thing we want to see. We just want a fair wage."

Representatives of the Langara Faculty Association will be meeting over the coming weekend with faculty representatives from seven other Colleges around the province in a Bargaining Council to review the current bargaining situation and consider possible strategies for job action.

The Coordinated Bargaining Council of the College Institute Educators' Association is an association of eight college faculties who are now in the process of bargaining with their employers across the province. The Council, which represents over 2,000 college faculty, is committed to achieving province-wide equity in five key contract areas: Salary, Benefits, Professional Development, Treatment of Non-Regular Faculty, and Workload.

The Coordinated Bargaining Council's position on salary is to achieve equity in the Education sector for college instructors relative to secondary school teachers and university professors.

The salary range of Langara faculty is \$33,504 at the bottom to \$56,820 after 11 years of full-time employment. A Masters degree is required for all faculty positions at Langara. The Langara Faculty Association represents approximately 400 faculty at the Langara College in Vancouver. There are approximately 6,400 students currently enrolled at the Langara Campus.

## Commission of Inquiry - Korbin Report . . .

*In March, 1992, the British Columbia government established a Commission headed by Judith Korbin to review certain aspects of the operation of the public service and the public sector in B.C., including the advanced education sector. One item the Commission will almost certainly consider is whether colleges and institutes should continue with local bargaining or should be required to adopt some form of centralized bargaining. Here are the Commission's terms of reference:*

### Terms of Reference

1. To inquire into and report on ways to enhance
  - (a) the delivery of public services through an independent professional public service, and
  - (b) the personnel and labour relations environment within which operate those bodies created, financed or maintained by the Provincial government for public purposes.
2. To review the delivery of personnel and labour relations services relating to the recruitment, hiring and promotion of employees in the public service.
3. To review policies and procedures within the public service relating to the contracting for services outside the public service.
4. To review current structures and practices for the public service relating to collective bargaining, dispute resolution and exclusion from collective bargaining units under the *Public Service Labour Relations Act* and the *Industrial Relations Act*.
5. To recommend the most cost efficient and effective personnel policies and services for the public service and bodies described in section 1(b).
6. To recommend the most appropriate role, if any, for government to
  - (a) rationalize compensation levels,
  - (b) define collective bargaining structures,
  - (c) standardize employee benefits, and
  - (d) collect, analyze and distribute information concerning the cost of services by employees or through contracts described in section 3 of these Terms of Referenceas these relate to bodies described in section 1(b) or the public service.

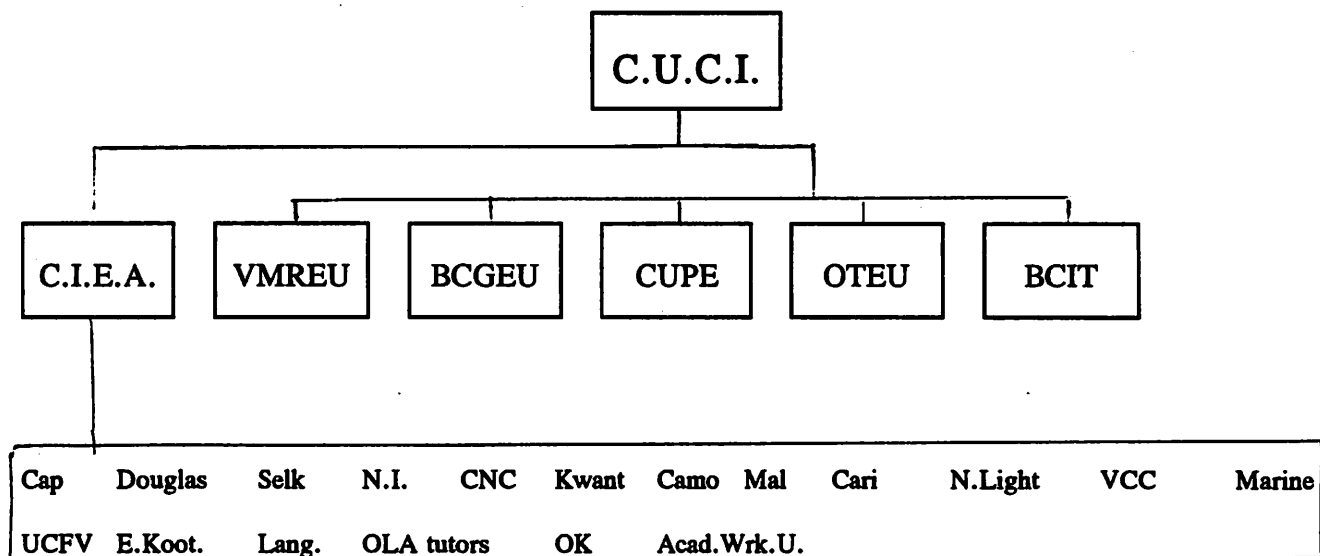
## Report from First Staff VP . . .

In last month's *Newsletter*, Cheryl Dahl described the Korbin Commission and what its mandate represented to local labour unions and associations such as ours. Commissioned by the provincial government, this committee has been charged with the task of looking at ways in which the Ministry of Education can save money. The provincial government has a sense that too much time (and, therefore, money) is being spent on collective bargaining, grievances/arbitrations, as well as the day-to-day relationships of labour and management. They feel that costs can be reduced by using a different approach to collective bargaining; perhaps a joint provincial committee would negotiate many issues now dealt with at a local level. The Korbin Commission is looking at a system that provides province-wide settlements and not the "leap-frog" system that is currently in existence which allows settlements to be postponed until other settlements come in.

### CUCI and C-IEA

At this point let me explain who and what CUCI is and who and what C-IEA is. CUCI stands for the Council of Unions of Colleges and Institutions and is made up of virtually all support staff, ABE, ESL, ASE as well as many vocational/trades staff and faculty throughout the province. CUCI has representatives from BCGEU, CUPE, BCIT Staff Society, VMREU (Vancouver Municipal and Regional Employees Union) and OTEU (Office and Technical Employees Union - SFU and Capilano College support staff). As well, CUCI has representatives from C-IEA whose membership is made up of all colleges and institutes faculty associations except UBC, SFU, UVic and BCIT.

### CUCI/Korbin Conference Report





I went to a two-day Conference which was held jointly by CUCI and the Korbin Commission. Representation to this meeting was limited and, unfortunately, not all Associations belonging to C-IEA were able to go. Indeed, the FSA had not been invited; however, with some fast phone calls, I was able to get an invitation as a C-IEA rep.

CUCI met prior to the joint meeting in order to discuss our action and reaction to the HRD Project as well as the Korbin report. Not to belabour the point, but one clear statement from our CUCI pre-meeting was that there was virtually unanimous opposition to any compulsory two tier bargaining. Also pointed out at this time was the lack of involvement allowed to support staff in the report.

On Thursday evening CUCI met with Judy Korbin and Peter Burton (Counsellor for the Commission) in order to allow for a brief overview of the mandate and make-up of the Korbin Commission. CUCI was assured by Korbin at this time that the process will be as broad as possible; and although much of the research has already been done with public hearings around the province, there are still opportunities for discussion and submissions.

On Friday the Commission spent part of the morning explaining the issues that prompted the government to commission the inquiry. These issues centred around the costs of local autonomous bargaining. Too much time was taken by each institute to fill positions; there is an Employment Equity problem; there are too many ministries with no interconnections; benefits are too costly; Colleges have a total of 50 Collective Agreements which have to be negotiated individually.

Later in the morning Tom Perry and Gary Mullins were introduced in order to bring us

up-to-date on the view from the government. After Perry's discussion of the provincial and national debt load (yes, it's true), Mullins stated that any settlement vis-a-vis an agreement on the Korbin report as well as the Human Resource Development Project, would require acceptance by both unions and employers. I found that one difficult to believe. Next up was the CEO Task Force whose thrust was for two-tier bargaining as the way to go for fewer strikes and lockouts. In other words, any local bargaining would not have access to work stoppage in order to reach agreement on any outstanding issues. Not all employees support this recommendation.

### The Union Views

**BCIT Staff Society** - This group is made up of many BCIT instructional staff in ABE, ASE, ESL and some vocational areas, although BCGEU/CUPE have most of the trades staff. The BCIT Staff Society had considered two-tier bargaining but have decided against it. They asked the conference to support local bargaining. However, they stated that they would like to coordinate bargaining with BCGEU who have a large presence at BCIT; however, their contracts have different expiry dates.

**BCGEU** - Although BCGEU have a guaranteed internal autonomy through their constitution, they also have a clear mandate for province-wide coordinated bargaining. They are open to ideas and some of their faculty want standardized bargaining. Staff feel they would have more clout and better benefits with centralized bargaining but would only accept it if it were not compulsory. BCGEU stated that they are categorically opposed to any proposal for compulsory centralized bargaining. They also say that

options need to be kept open in a changing labour climate.

**CUPE** - CUPE has a presence at six colleges, and all have unique Collective Agreements. Although the provincial committee suggests clauses to locals (eg. on sexual harassment) each table may be different. They indicated rather reluctantly that they would consider looking at sector bargaining; however, time and again they voiced their concerns about any compulsory bargaining changes. They felt that the Council was being mollified by the fact that an NDP government is in favour of provincial bargaining. We would be incensed if a Socred government were spearheading this move.

**C-IEA** - C-IEA stated that only voluntary coordinated bargaining would be acceptable; but further to this, Ed Lavalley (as the C-IEA spokesperson) went on to talk about taking the bull by the horns and having self-determination. If it's going to happen anyway, why not do it ourselves, design our own destiny rather than having it done to us. C-IEA also reiterated that this conference was for information only and was not a policy-making meeting.

**VMREU/OTEU** - Both these unions were unanimous in stating that any changes must be voluntary, but they are open to discussion and exchange of information.

### **Conclusions and Observations**

Very briefly, the Conference was unanimous in its condemnation of any attempts to legislate compulsory coordinated bargaining. Although some unions and associations,

especially some C-IEA local faculty associations are presently involved in coordinated bargaining, it is all done voluntarily, and it must continue that way.

The FSA enjoys a fairly enviable union-management relationship, due, in part perhaps, because we are one association of faculty and staff but also because we began this way more than 15 years ago and have evolved along these lines ever since.

Two-tier bargaining, coordinated bargaining, call it what you will; if the government legislates unions to enter into one master agreement for all faculty and all staff, the FSA will not be able to remain as a single union. Support staff will have to join another union, and faculty will possibly go with C-IEA. This split could cause a deterioration in the fine relationship now shared at UCFV, due, perhaps, to a scramble for access to a pot of money which is always too small. Faculty and staff could be pitted against each other through a two-tier bargaining system whose inherent design could then cost even more time and money due to protracted negotiations and greater disagreement. Ironically, the Korbin Commission whose task it is to save taxpayers' money by coordinated, two-tier bargaining would then be doing the exact opposite. By requiring the FSA to go its separate ways, the government will have taken a very large step backwards indeed. Although the time may come for the faculty and staff of our institution to separate, we must be allowed to make that decision for ourselves and not have it thrust on us by a provincial mandate.

Richard Heyman

**C-IEA President Kathy Conroy reports that at the end of the conference it was agreed that:**

1. CUCI will meet within two weeks, and select members of a task force to work with Korbin Commission.
2. CIEA will plan a conference for CIEA locals to consider areas of greater cooperation.
3. Any recommendations from the conference will go to locals for discussion.
4. President's Council will endorse existing or new positions in January.
5. CUCI will hold another conference by the end of January.
6. There will be a Korbin Commission conference by mid-February that will include management.

## **UCAC Report . . .**

Virginia Cooke has been elected chairperson of the University College Advisory Council (UCAC). Her past involvement as President of the union and with provincial committees, has made her a wise choice to carry to carry policy development forward. What a dynamo!

The Equity Committee will have a large student representation and will concentrate on four broad areas -- coordination/consultation, special events, general awareness and raising awareness. Some practical solutions to be considered will be a drop-in day care centre, bursaries for women, and guidance by mentors through various college hurdles such as registration.

President Jones' report had some interesting items:

1. The Ministry has projected the approximate FTE's for UCFV by 1997 to be 7,500, broken down as follows: Mission and Hope 1200; Chilliwack 2000; the balance to Abbotsford.

2. Unless the Agriculture Land Commission approves new parking lots, then the college will have to plan to construct a 5- or 6-story parking garage. (My choice would be to use vertical space which has less environmental impact.)
3. Student aid will be increased due to two very generous donations of \$50,000.

Bill Cooke's report on behalf of Admissions and Standards mentioned that student petitions will be accepted for those who do not meet the admission requirements. Also, a Language Proficiency Index is required by UBC in addition to an E.P.T. Currently, high school students can get priority registration if they have a high enough G.P.A. (thirty-five students took advantage of this). P.A.C. will be accepting written changes in course outlines, rather than requiring instructors to personally defend their proposals.

The Green College proposal discussed how to improve the college's impact on ecology. Things became fuzzy until Dean Close cut

through the minutiae and mentioned the impact that the committee was having on car-pooling. One problem should be conquered at a time, i.e. car-pooling, then we can move on to other internal issues such as paper recycling, cafeteria trash, grass clippings, etc. I felt throwing money at the problems won't necessarily make for a snappy solution but having a worker in charge of ensuring that recycling occurs will require funding. We know what needs to be done, but do we have the will to put money where our mouth is?

Governance or "what interlocking groups will run the university" was discussed. As an example, we now have an appointed board which shows gender equity with a broad-based diversity of members. Should the Board be elected? If so, this could lead to special interest groups packing the board. Far fetched, perhaps! Should we have a university senate? UCAC which acts as a council for vetting and developing policy, could be enshrined permanently by legislation. This and many other changes are on the drawing board, so it's in your best interest to keep informed.

Tom Davis

***Letter from Advanced Education Minister Tom Perry, August 24, 1992***

The following are excerpts from the Minister's letter explaining the creation of committees on the mandate statement for colleges offering four year undergraduate degrees, and on the roles of institutional (i.e., managerial) and education governance in colleges and institutes.

**Mandate for Undergraduate Degree Granting Colleges...** The fundamental principle of comprehensiveness...will continue to be a characteristic shared by all colleges, including those offering four year degrees. It is in the interest of students and the broader community that those colleges which will offer degrees share this common mandate and share core principles which define community colleges as regionally responsive institutions providing teaching excellence.

The guidelines for further discussion regarding degree granting institutions include:

1. There will be two major types of institutions in B.C.: those operating under the University Act and those operating under the College and Institute Act. Those colleges currently in partnerships with universities will offer baccalaureate degrees in their own names, but will constitute a subset of the college system;
2. The four university/colleges will have the authority to grant undergraduate degrees in their own name on a legislated basis;
3. Graduate degree programs will be offered by institutions operating under the University Act only;

4. University/Colleges will continue to be teaching-centred institutions;
5. College faculty will be evaluated based on their excellence in and commitment to instruction and are expected to engage in scholarly activity so as to maintain their professional currency; and
6. Colleges granting four year degrees will operate at a per student cost which is lower than that of Provincial Universities.

### **Governance**

...The purpose of this review will be the development of recommended governance structures for the complementary roles of institutional and education governance. Once this is clarified the government will review the issue of membership on board. The guidelines for discussion regarding governance structures include:

1. Recommended governance structures, both for institutional and education governance will be the same for any institution whether it offers a comprehensive set of two year programs, or such a set of programs plus programs at the third and fourth year levels which culminate in degrees;
2. The college board is responsible for ensuring that the institution is accessible and responsible to the community it serves and, at the same time, is sensitive to province-wide policy initiatives in post-secondary education; and
3. Governance structures for colleges will reflect their unique mandate as distinct from provincial universities and, therefore, will likely differ from that of a provincial university.



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*The following is reproduced from Asterisk, January 1992 issue*

## A POEM

by Rene Henry

I often wonder where I stand  
     in No Man's Land.  
 What niche do I possess?  
 Last year I taught in A.B.E.  
 and shared one office with three.  
 Three desks there were ...  
 but mine a hair  
     with books and boots  
     underneath.

This year I've dropped down two floors  
 but moved up in the social scale.  
 I sit at a desk  
 and share the office with one  
     with books and boots  
     underneath.

The D.S.C. is my "home"  
 but Office Admin's where I teach  
 So up the stairs I go.  
 Four flights I must climb  
 with books underarm  
 to teach in Office Admin.

My arms are weary, my breath is short.  
 The stairs have taken their toll,  
 I reach my class and find I am early.  
 Another is sitting there still.  
     Where do I go?  
 I ask myself.

Not down four flights to "home".  
 Perhaps a shelter in another  
 man's land ...  
 but, alas, it's securely locked.  
 Perhaps I wander about with a purpose,  
 no one will know I am lost.

This term my classes have moved.  
 One is near home, the other two  
 are outdoors...Log Cabin, I mean,  
 Exiled from another man's land  
 to a back country cabin with black flies intact  
 defying the winter snow.  
 My classroom is lively--we're all swatting  
 flies,  
 or shivering from the cold.  
 When winds start to gust,  
 it seems we'll take off  
 on a journey to who knows where.

Ah, No Man's Land.  
 No meetings to attend.  
 No one knows where I belong.  
 And yet I am content,  
 I think,  
 to travel yet awhile.

My shoulders grow stronger carrying my load  
 As I search for a permanent place  
     to put books and boots  
     underneath.

## J.P.D.C. Report . . .

Following is my report to the Joint Professional Development Committee:

First of all, I'd like to remind this committee that UCFV has a combined faculty and staff association and as such our contract language pertaining to professional development includes both groups. Also, our recent transformation into a university college means that the distinctions between professional development and scholarly activity, as well as the funding, are a little blurred at the moment and will probably continue to be so for some time.

The packet I have for distribution, from our collective agreement, includes the following items:

1. A definition of scholarship (new as of our most recent contract)
2. The article pertaining to faculty workload in which clauses (f) through (j) deal with monies and time release related to scholarly activity
3. A new sunset clause regarding workload modification which also pertains to scholarly activity.  
(These clauses were arrived at in a large, joint, cooperative bargaining session.)
4. The article on Professional Development which outlines funding procedures, types of PD activities, allocation of funds, makeup of the Joint PD committee, and other odds and ends.

Under the Joint PD Committee are the sub-committees of the Allocations Committee which actually evaluates the applications and

determines acceptance; and the Ed Leave Committee.

I also have with me a copy of the PD Handbook, some, but not all of the information in it duplicates the contract language - it includes terms of reference, guidelines, etc. However, some of the forms and guidelines have been revised, and I do not have an updated version of the Handbook available. I also have a copy of the Ed Leave Kit. Those wishing copies of these please let me know.

Our PD funding, I'd like to point out, was negotiated as a benefit some time ago, and participation in such activities is going well. I feel UCFV has comparatively good PD provisions. At the end of last year in April we had funded 398 requests, with faculty making 55% and staff 45% of them, for a total amount of monies disbursed at just under \$99,000 for faculty and just over \$51,000 for staff.

We also funded a college wide PD Day focusing on the challenges and changes facing the institution as it moved into becoming a university college. This was very well attended and very informative, with a lot of different workshops as well as guest speakers.

Out of our ED leave fund we were able to give 2 faculty members long-term ed leave at 80% salary, and four faculty members short-term ed leave. On the staff side only one person applied and was funded for a short-term leave.

At the moment 2 members of the JPDC, one from management and one from faculty, are looking at the criteria for Ed Leave. There is a problem since the final determination is based on seniority which precludes many of the new and not-so new faculty, who contribute a percentage of their salary to the fund, from ever qualifying for ed leave.

For this 1992-93 budget year we are planning another college-wide PD Day on Equity Issues.

Our PD fund has in excess of \$200,000 available. Approximately 81% will be spent for individual travel and conferences, for group activities, and for guest speakers. The amounts to be spent on group activities and the speakers' bureau are fixed. 17% will be spent on substitution costs and 2% for supplies.

Finally, related to professional development and scholarly activities, there has been a group of faculty members who are meeting once a month to discuss what they are working on and make presentations. These forums are open to all.

All told, I feel our system is working well. However, our faculty has almost doubled in three years, and I foresee the need for a PD Coordinator in the not-so-distant future. This position would probably be filled by a faculty member having a part-time release.

Finally, the J.P.D.C. would like to announce a change in the guidelines. Henceforth, the purchase of materials essential for a PD activity, such as manuals or textbooks (previously excluded), is allowed up to an upper limit of \$100 per activity. This policy is not retroactive.

Once activities are completed, a PD report is to be submitted. At the moment, we have on file in the library, Abbotsford, the 1992 reports to date. Many are well worth reading and we invite everyone to give them a quick peruse. Often you'll discover that colleagues in areas different from your own have similar interests or a useful reference.

Germaine Baril

## FSA/College Social Event . . .

You may remember that last spring we surveyed the college community to determine whether you wanted a College/FSA sponsored social event, and if so, what sort. (This was done in the wake of the Christmas dinner-dance, since attendance had fallen off from previous years.) Because the FSA contributed \$1,000 to the cost of this event,

we felt that the survey was in order. But no official report on the results was ever made--my fault--it simply got forgotten at the annual general meeting.

Returns on the survey were good: 171 people responded. Of those, 142 were feeling social (only 9 responded that they wouldn't come to

a college-wide social event even if hell froze over), though what form a college-wide event should take elicited varying suggestions.

Of those who responded positively, the majority (80) favoured a combined dinner and dance. However, when asked to choose a time for a social event, Christmas was not the preferred time: 68 respondents opted for Christmas, and 86 for a later date. There were many suggestions for location, types of music, etc. Several respondents wrote that though Christmas was a great time in theory, in practice it just became another event to crowd into a social and family schedule.

We conveyed these results to the College's Social Butterfly, Barry Bompas. We agreed that the College and FSA should jointly host a college-wide social event, and that probably the best time would be in the spring--perhaps a kind of Spring Fling celebration. We won't have to compete with so many other groups for a band, a venue, etc. as at Christmas. It was important to respondents that the cost be kept to \$15 or less, that the music be good and varied, and that there be food and lots of it.

As much as we may miss the tradition of the Christmas social event this year, we can begin another tradition. Even then, if no one likes it, we can always go back to Christmas!

Virginia Cooke

## C-IEA Status of Women Committee Report . . .

The Status of Women Committee of C-IEA met on October 17th in Vancouver. Reports from each delegate indicated many colleges have made considerable gains in raising awareness of issues of concern to women--campus childcare, violence, sexual harassment, employment and educational equity, etc. Several colleges are working on proposals for Women's Studies Programs, and a Provincial Articulation Committee on Women's Studies has now been formed. Delegates congratulated UCFV for selecting "Year of Equity" as the theme for this year.

Last year, the Status of Women Committee (SWC) developed an Equity policy for CIEA, which received approval at the AGM last spring. Several colleges (including UCFV) are currently engaged in developing their own

equity policies, and delegates discussed the problems encountered during this process. Equity is a very complex concept with a long history, and merely becoming well-informed on the issue is a very time consuming task. Equity differs from equality in that equity involves the concept of "fairness" by recognizing that some people need advantages in order to overcome past barriers. Equity recognizes that a "level playing field" is not necessarily equitable if some of the players have first had to hike fifty miles uphill with heavy packs on their backs, while others have been flown to the field in Lear jets!

Members heard a report on the status of the provincial government's equity policy which is now in draft form but which deals only with pay equity in the public sector. SWC is



requesting C-IEA send a letter to the government requesting a broader policy be developed. The Chair reported on the current priorities of the National Action Committee on the Status of Women (an umbrella organization of over 500 women's groups in Canada, of which C-IEA is a member). These priorities include an anti-violence campaign, a campaign to get women's issues addressed in governments and workplaces, and a study on the future of women's work.

Here at UCFV, I am encouraged by the interest shown in the Women's Issues Network (WIN), and by the activities being planned for the Year of Equity. The Women's Issues Network will be showing the video "Inequity in the Classroom" on October 30th at noon and "After the Montreal Massacre" on December 7th at noon, both showings to be held in the Abbotsford portable. The Professional Day, scheduled for January 29th, will also focus on equity issues.

The Canadian Confederation of Students is currently running a "No Means No" date rape awareness campaign, and I hope we will also become involved with that campaign.

As your Status of Women representative (and now the co-chair of the C-IEA Status of Women Committee), I would like to encourage you to attend the various functions on campus, such as the Women's Issues Network film presentations, and the College-wide professional day. Watch *Headlines*, the *FSA Newsletter*, and the student paper *Tri-Our-Angle*, for further announcements.

If you require further information on issues of concern to women or have issues you would like me to raise at the next SWC meeting, please contact me at Abbotsford campus, local 4287.

Jean Ballard-Kent

## At the Film Festival: Part One . . .

At this year's Vancouver International Film Festival, each screening began with a sun-drenched image of railway tracks leading nowhere in particular, over which appeared THE END. (You could tell how far into the festival you were by the number of patrons still reacting to this.) Semi-humorous credits began rolling up ("key gripe: Max Wyman"), various people offered 'spontaneous' critical commentary, and the raspy (male) voice of a burnt-out ex-hippie drawled, "Wanna go for a decaf cappuccino or something?"

Having heard this line fourteen times in six days, I was dying to exercise (or exorcise) it on someone, and on the last evening, I thought I had finally lucked in (or as everybody says now, lucked out). The Park Theatre was packed for the much-touted Roberto Benigni comedy *Johnny Stecchino*. One of the few remaining available seats was right beside me, and a tall, beautiful young woman with ravishing hair was roving the aisles in search of a place to nestle. From the far left aisle she spotted my spot, and we commenced to communicate in mime. There

were finger exercises (*One? Two? You? Me?*), hand gestures (*Here! What? No?*), facial expressions (*Yes! Is it free? I think I'm falling in love?*), and (on her part) a fetching display of head bobs and standing on tiptoe.

The lights were about to go down. Other people were milling about in the aisles. Coolly she strolled down to the front, coolly she strolled across, coolly she strolled up the right hand side through a throng of other potential sitters-in-my-now-saved-seat (it is no small accomplishment, at twenty-one, to stroll in the midst of a throng). At length (not before standing for a suspiciously long time beside a fine young fellow with her hand on the small of his back), she arrived at the nearer but still distant end of my row. She smiled and the sun came out. She pointed and my heart skipped a beat. I nodded, in retrospect rather vigorously. Whereupon .... Whereupon, as God and the bemused couple sitting to my left are my witnesses, she reached down cross-handed, grasped the hem of her lovely soft pile jersey, pulled it up over her head in a manner that will define forever how a striped cotton shirt should look drawn tight over the contour of a breast, and tossed it to me! Her lovely soft pile jersey, Kelly green with magenta piping, whoof! perfect throw, right in my arms, full of the scent of her, the warmth of her ... and then she beat it up the aisle towards the concession stand, and I marked her place, and now the lights really did come down.

When she finally slipped into the seat beside me, I turned and suavely whispered, "I see you bought me some popcorn." She laughed, and leaned against me. A leaner! She was a leaner! Her shoulder, firm and warm, her shoulder, soft and warm, was pressing against my shoulder, and no fabric on the face of the

earth beats cotton for the conduction of body heat.

She offered me some popcorn, leaning. I took some, leaning back. I chewed. I said something about how on the first bite I had already got a sliver of cornhusk between my teeth, she replied with something I didn't catch about her "brother", and I began rehearsing my line, *Wanna go for a decaf cappuccino?* for use at the movie's end. But suddenly it hit me. She had been out getting popcorn while that was on! What if she hadn't been to any of the other Film Festival screenings? What if she didn't get it!

Meanwhile, up on the screen, Roberto Benigni was doing his thing. If you have seen the Jim Jarmusch films *Down by Law* or *Night on Earth*, you might think as I do that after Charlie Chaplin and possibly Woody Allen, Roberto Benigni is the funniest actor ever to have appeared in the movies. *Johnny Stecchino* is so called because of the ever-present *stecchino* or toothpick protruding from the hero's mouth--a prop I could have used myself as I continued prying away at my obdurate cornhusk. The film is a Benigni vehicle from start to finish (direction, script, leading player), full of amazing physical comedy involving bananas, and brilliant, subtle twists of plot and dialogue embroidered upon themes of mistaken identity and the hopeless, Petrarchan pursuit of an unavailable beautiful woman.

It was hilarious. I laughed and laughed. But I began to notice a strange thing. Strange at first, then downright unsettling. The girl beside me was laughing too, but she was laughing when I was not, and when she was not, I was. Consistently. Infallibly. And I say laughing, though in her case it was less of a laugh than one of those chortles, coarse or

guttural, that you sometimes hear, originating way down in the throat and coming out not through the mouth but the nose, always in triplets, *hnough! hnough! hnough!*

The sound of my own laughter is probably nothing to write home about. But at least I have a sense of timing. Not everything is funny in a funny film, after all: there has to be a sense of pace; you have to get through a certain amount of filler. Here was this lovely young woman beside me, not leaning any more, I noticed, going *hnough! hnough! hnough!* during the filler, and sitting there dumb as a post while tears streamed down

my face and I had to physically hold on to my own sides to keep them from splitting during the funny parts. I began to reconsider the cappuccino.

Well, to make a story long in the beginning short at the end, and speaking of splitting, she solved my dilemma for me by splitting herself (from the theatre) twenty minutes before the climax. As my dad always used to say as he sat amidst a million maps months before a trip, most of the fun of any journey is in the anticipation. And despite his toothpick, Johnny Stecchino didn't get his woman either.

Graham Dowden

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## TENTATIVE CALENDAR FOR FSA REPS

### NOVEMBER

<b>Date</b>	<b>UCFV/FSA</b>	<b>C-IEA/PROVINCE</b>	<b>Representative</b>
2	FSA Executive Mtg		All
2		C-IEA delegate Mtg.	Cheryl Dahl
3		Mtg. Mandate Comm. in Richmond (first of 3 in November)	Cheryl Dahl
3	Board Meeting		Cheryl Dahl
4	UCAC		Richard Heyman & Tom Davis
4	JPDC		Germaine Baril
5		Minister of Finance, budget announcement, Richmond	Ian McAskill, Diane Griffiths, Cheryl Dahl
6	FSA General Mtg.		All
6/7		Bargaining Coord & Review Comm.	Perla Werk
7	Board Mtg. all day		Cheryl Dahl, Pam Mercer
10		CUCI	Richard Heyman
13/14/15		Presidents' Council & PSEC Mtgs, Ottawa	Cheryl Dahl
18	OH&S		Cheryl Isaac-Clark
25	Access		Cheryl Dahl
25	FSA Executive		All
25	JCAC		Dorine Garibay
27/28		Technical & Policy Devlpt. Mtg	Exec. rep.

### DECEMBER

2	JPDC		Germaine Baril
4/5		O.H.& S. Comm.	Cheryl Isaac-Clark
9	JCAC		Dorine Garibay
9	UCAC		Richard Heyman
16	OH&S		Cheryl Isaac-Clark
23	FSA Executive		All
23	JCAC		Dorine Garibay



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JPDC Chair.....	Germaine Baril	4291
Agreements Chair .....	Ian McAskill	4299
Occupational Health & Safety .....	Cheryl Isaac-Clark	4576

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